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EFFECTIVE FUNCTIONING OF HUMAN RIGHTS MECHANISMS

ADAPTATION AND STRENGTHENING OF THE UNITED NATIONS MACHINERY FOR HUMAN RIGHTS

Composition of the staff of the Office of the United Nations High Commissioner for Human Rights

Report of the High Commissioner

1. The Commission on Human Rights, in its resolution 2000/73 of 26 April 2000, requested the High Commissioner for Human Rights to submit a comprehensive report on the staff of her Office. The present report is submitted pursuant to that request.

2. It may be recalled that the official report on the composition of the Secretariat is submitted annually by the Secretary-General to the General Assembly in accordance with a number of Assembly resolutions, the most recent of which are resolutions 49/222 A of 23 December 1994, 51/226 of 3 April 1997, 52/219 of 22 December 1997 and 53/221 of 7 April 1999. The latest report is contained in document A/55/427 of 28 September 2000.

3. Further to section IX, paragraph 4, of General Assembly resolution 53/221, the practice of showing the representation of staff according to major geographical groupings has been discontinued and countries are listed in alphabetical order.

4. Table 1 below shows staff of the Office of the United Nations High Commissioner for Human Rights (OHCHR) in the Professional and above category, by nationality, grade and gender, on posts subject to geographical distribution, as of 1 November 2000.

5. Table 2 below shows OHCHR staff in the Professional and above category, by nationality, grade and gender, falling under the following categories, as of 1 November 2000: (i) staff holding appointments of less than one year; (ii) staff charged to general temporary assistance funds; (iii) staff specifically appointed for mission service; and (iv) staff employed as technical cooperation and project personnel.

6. The following measures implemented by the High Commissioner refer to matters dealt with in resolution 2000/73 of the Commission on Human Rights:

(a) Establishment of the OHCHR Advisory Panel on Personnel Issues. This internal management body has been entrusted with the responsibility of evaluating all recommendations for filling temporary posts at OHCHR headquarters and in the field, upgrading temporary staff, and lateral transfers, with a view to ensuring the highest standards of efficiency, competence and integrity, as well as equitable geographical distribution;

(b) Systematic development of job descriptions and consistent advertisement of vacancies in respect of temporary positions at OHCHR headquarters and in the field, and circulation of openings on the OHCHR Web site;

7. Another initiative taken by OHCHR to promote the recruitment of developing country nationals in the context of the mainstreaming of human rights throughout the United Nations system is the enhancement of its roster of applicants. This would be useful particularly when OHCHR has to assist with the recruitment needs of other United Nations departments such as the Department of Peace-keeping Operations and the Department of Political Affairs at very short notice.

8. In an effort to widen the pool of candidates interested in the subject of human rights, the High Commissioner has recommended that the Office of Human Resources Management (OHRM) establish a human rights occupational group. It is felt that such a measure would contribute to attracting to the area of human rights qualified junior professionals from unrepresented and under-represented countries. OHRM has agreed to develop and organize a specialized competitive human rights examination. The examination will be offered to nationals of the 38 member States participating in the 2001 national competitive recruitment examination programme .

Table 1

OHCHR STAFF ON POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION, BY NATIONALITY, GRADE AND GENDER

(as at 1 December 2000)

Region/Country of nationality	Total staff		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1	
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Algeria	2	0							1						1					
Australia	2	1									1					1				
Bahamas	1	1																1		
Bolivia	1	0															1			
Cambodia	1	1														1				
Cameroon	1	0											1							
Canada	1	0													1					
China	1	1														1				
Côte d'Ivoire	2	0													2					
Croatia	1	1																1		
Denmark	2	0															2			
El Salvador	1	0													1					
Equatorial Guinea	1	0											1							
Finland	1	1														1				
France	4	0											2		2					
Germany	4	2											1		1	2				
Greece	1	1									1									
Guatemala	1	1														1				
Guyana	2	1			1													1		
Iran (Islamic Republic of)	1	1									1									
Ireland	1	1		1																
Israel	1	0									1									
Italy	4	1									2			1			1			
Japan	3	0									1				2					
Lebanon	1	1																1		
Maldives	1	0															1			
Mexico	1	1									1									
Nepal	1	0											1							
Netherlands	2	1											1			1				
Paraguay	1	1																1		
Peru	1	0													1					
Philippines	1	0													1					
Poland	1	0									1									
Republic of Korea	2	1														1	1			
Russian Federation	1	0											1							
Saudi Arabia	1	1												1						
Senegal	3	1					1					1	1							

Table 1 (continued)
OHCHR STAFF ON POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION, BY NATIONALITY, GRADE AND GENDER
(as at 1 November 2000)

Region/Country of nationality	Total staff		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1	
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Spain	6	5											1			5				
Sudan	1	0													1					
Switzerland	1	1														1				
Ukraine	1	0											1							
United Kingdom of Great Britain and Northern Ireland	4	3								1			1			1		1		
United States of America	7	5											4	1	1	1				
Yugoslavia	1	1														1				
TOTAL	**78**	**33**	**0**	**1**	**1**	**0**	**1**	**0**	**1**	**1**	**6**	**4**	**16**	**3**	**14**	**18**	**6**	**6**	**0**	**0**

Table 2

ORGANIZATION POSTS NOT SUBJECT TO GEOGRAPHICAL DISTRIBUTION, BY NATIONALITY, GRADE AND GENDER

(as at 1 December 2000)

Country of nationality	Total staff		USG		ASG		D-2/L-7		D-1/L-6		P-5/L-5		P-4/L-4		P-3/L-3		P-2/L-2		P-1/L-1	
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Andorra	1	1																1		
Argentina	3	2													1	2				
Australia	4	1					1										1	1	1	
Austria	1	0															1			
Belgium	1	0															1			
Bulgaria	2	0											1				1			
Burkina Faso	1	0															1			
Canada	7	2									2	1	1			1	2			
Central African Republic	1	1												1						
Colombia	2	1												1	1					
Costa Rica	1	0													1					
Croatia	1	0															1			
Democratic Republic of Congo	3	0											1		1		1			
Dominican Republic	1	0													1					
Denmark	1	0											1							
Egypt	1	0													1					
Ethiopia	2	0									1				1					
Finland	2	1													1	1				
France	12	7										1			3	1	2	5		
Georgia	1	1																1		
Germany	1	1														1				
India	2	0					1								1					
Iran (Islamic Republic of)	1	1														1				
Ireland	3	1							1				1					1		
Italy	8	6									1		1			1		5		
Malaysia	2	2								1		1								
Mali	2	0													2					
Mauritania	1	0													1					
Mongolia	1	1																1		
Morocco	1	0															1			
Netherlands	2	1													1	1				
Nigeria	1	1																1		
Peru	3	2												1	1			1		
Russian Federation	2	0													1		1			
Senegal	2	0													1		1			
Somalia	1	0															1			
South Africa	1	1																1		
Spain	6	2										1	1		1	1	2			
Sudan	1	0									1									

Table 2 (continued)

OHCHR STAFF ON POSTS NOT SUBJECT TO GEOGRAPHICAL DISTRIBUTION, BY NATIONALITY, GRADE AND GENDER

(as at 1 November 2000)

Country of nationality	Total staff		USG		ASG		D-2/L-7		D-1/L-6		P-5/L-5		P-4/L-4		P-3/L-3		P-2/L-2		P-1/L-1	
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Sweden	2	1							1					1						
Switzerland	3	1													1	1	1			
Tunisia	2	1									1					1				
Turkey	1	0													1					
Uganda	1	0															1			
United Kingdom of Great Britain and Northern Ireland	7	5												1		2	1	2	1	
United States of America	7	4								1		1	2			2	1			
TOTAL	**112**	**48**	**0**	**0**	**0**	**0**	**2**	**0**	**2**	**2**	**6**	**5**	**9**	**5**	**22**	**16**	**21**	**20**	**2**	**0**